

RAA-00-7257-32

DEPT OF TRANSPORTATION

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Evolution of the Railroad Safety Culture

Snapshot

- Other Related Changes
 - Elimination of supervisor accompanying employee into the examination room
 - Elimination of medical cards.
 - Managerial conduct policy (UP).
 - Empowerment policy (BNSF & UP).
 - Reporting of accidents, incidents, injuries, and occupational illness.

Evolution of the Railroad Safety Culture

Snapshot

- Common Elements
 - Stress on counseling and teaching/education.
 - Joint review by rail labor and management on the administration of the policies.
 - Coverage applies to craft employees, especially Train and Engine Service employees.
 - Progressive levels/stages of discipline.
 - Some policies are retroactive in nature, fresh start for employees.

Evolution of the Railroad Safety Culture

Snapshot

- Change In Policies
 - Burlington Northern Santa Fe: Employee-Performance-Accountability Effective November 1, 1996.
 - Union Pacific: Revised Upgrade-Formal-Discipline-Policy. Effective 1998.
Policy-and-Procedures-for-Ensuring-Rules-Compliance. Effective 1998.
 - CSXT: Individual-Development-&Personal-Accountability-Policy July 1, 1998.
 - Norfolk Southern: System-Teamwork-and-Responsibility-Training Effective January 1, 2000.

Evolution of the Railroad Safety Culture

Snapshot

- Historical Issues
 - Discipline as means of establishing accountability
 - Safety improvement through coaching, counseling and training
- Culture Shift
 - Changes prompted by Safety Assurance and Compliance Program.
 - Peer review and counseling as a means of promoting safe work practices and accountability
 - Partnership approach to developing new disciplinary policies.